A JOINT MESSAGE ON MEET AND CONFER FROM CO-CHAIRS NIKKI JACKSON AND FRANK WILSON

At its October 1 meeting, the Meet and Confer Team prioritized the issues that had been submitted for consideration. As a result, the team committed to work the following six issues during the 2012 – 2013 negotiation year. Language briefly framing each issue is provided. The issues are listed alphabetically.

Administrative Evaluation

The team will investigate what policy changes, if any, should be made to the administrative evaluation process to ensure that it is easily understood and implemented consistent with its intended purpose.

Attract and Retain Faculty

Attracting and retaining quality faculty remains central to the mission of MCCCD. Key aspects of attracting and retaining faculty include compensation, shared governance, and working conditions. This year the team will investigate strategies to help MCCCD attract and retain quality faculty.

Day/Evening

A number of policies in the RFP (including the staffing ratio) are based on the number of day students despite that fact that evening and weekend students have comparable needs to day students. The team will investigate what policy changes, if any, should be made related to the day/evening distinction to ensure that student needs are met regardless of the time of day of their classes.

Fulltime/Part-Time Ratio

In 2011-12, the joint team reached consensus in principle on a 60:40 ratio based on day, evening, and weekend students combined. During the 2012-2013 academic year, the joint team will conduct an in-depth investigation into the implications of a 60:40 ratio, to include:

a. Implementation costs and benefits
b. Measurement and metrics
c. Implementation timeline
d. Impact on other sections of the RFP
e. Unintended consequences

Both parties are hopeful that the in-depth study will support the proposed implementation of a 60:40 ratio plan beginning July 1, 2013.

Probationary Faculty Evaluation

The team will investigate what policy changes, if any, need to be made to the probationary faculty evaluation process to provide professional growth for probationary faculty through meaningful feedback and peer review. The Faculty Evaluation Plan (FEP) will be a principal part of this discussion.

Reduction in Force

The team will investigate what policy changes, if any, should be made to the reduction in force policy to ensure that it is easily understood and implemented consistent with its intended purpose.

If time remains after completing the six issues, the team will work the following two issues.

Compensation Inequities

The team will investigate what changes, if any, should be made to the compensation system to increase compensation equity among faculty?

Lab Loading

Loading for labs is calculated differently than loading for lecture classes. Consequently, faculty teaching a lab class with the same amount of student contact time as a lecture class is compensated at a lower rate. What is the appropriate way to address this issue?

Clarification, Consistency, and Clean Up

The team will take action on the following three issues.

·•••••••• Add clarity to the 25-load cap policy implemented in the 2012-13 RFP. Specifically, the team will be providing guidance regarding how to convert special services contracts and RFP-based stipends into load.

·•••••••• Craft policy language to clarify our current practice of granting reassigned time for the collaborative problem solving that occurs in meet and confer and through faculty senates.

·•••••••• Language for Section 7 related to Meet and Confer Process